

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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Local 38 Sub-Local Executive Elected

At the October 1st meeting of the ENMAX sub-local, the following members were elected to represent you, the CUPE Local 38 members at ENMAX:

Chairperson—Leslie Stern
Vice-Chairperson—Alison Wood
Recording Secretary—Kelley Shinnie

The 2014 Negotiating Committee will be comprised of the following: Peter Marsden, President; D'Arcy Lanovaz, Business Agent; Len Fagnan, CUPE National Representative; Leslie Stern, Chairperson ENMAX; and Kelley Shinnie, Recording Secretary ENMAX, Rahim Sumar, Encompass; Virginia Hardie, EPC and Steven Zutter, EPSC. Proposals for upcoming negotiations were also ratified at this meeting.

Updates on the progress of negotiations will be provided to you in future issues of the CUPE Wire.



Scholarships Awarded

For the last eight years CUPE Local 38 has awarded two scholarships to either members or children of members in good standing who are enrolled in a post secondary institution. The applicants must write a 1000 word essay on a chosen union theme. This year's essay topic was once again "The Relevance of Unions in Today's Workplace and in Society."



We had a total of nine (9) submissions and the Local's Public Relations & Education Committee chose the two winning essays. We are proud to announce the names of this year's scholarship recipients; Sara LaMarre and Spencer Higgs.

The committee would like to thank all of those who submitted essays and wish them the best of luck in their studies.

On page 3 of this issue you will find excerpts from one of the winning essays.



Children's Christmas Party Application Enclosed

The application form for the 2013 Children's Christmas Party to be held on December 7th is inserted into this issue. If you are a card carrying member of CUPE Local 38 and have a child/children born in 2003 or later, please complete and remit the form to **mail code: 132**, no later than the **November 22th deadline**.

If you require a union card or further information, please contact the union office at:

Excerpts from scholarship essay winner—Sara LaMarre

"Alberta unions will always face the challenge of justifying their existence in modern society; some individualists argue that unions have no place in our contemporary workforce now that we have labour laws and human rights legislation to protect workers and their families. However, this view ignores a range of emerging and long-standing concerns which continue to threaten Alberta workers..."



Alberta's population is diverse and it's relatively bountiful job market and high quality of life continues to attract new migrants from across the country and around the world. However, the Temporary Foreign Workers (TFW) program allows for potential abuses... However the program is starting to be used by corporations to "flood the labour market with a supply of workers who are unlikely to demand higher wages, better standards, pensions or benefits... These employers should be offering adequate wages, working standards and benefits regardless of the immigration status of their employees..."

Another issue facing unions ... is the rising popularity of the "right-to work" movement. In Canada, a labour arbitration decision in 1946 ruled that the payment of union dues is mandatory for all employees in a unionized environment because whether or not they support the union, all employees benefit from the union's service (Rand 1946). However, "right-to-work" laws make it difficult for unions to organize as they make it illegal to re-

quire employees to pay union dues as a condition of employment" (Freeman 2013)... Some ...have argued that Canada's economy is suffering because some "employers [choose] to ship jobs to cheaper jurisdictions where non-unionized workers are willing to work for less (Freeman 2013) and they therefore believe that "right-to-work" legislation would benefit Canada's economy... According to Statistics Canada, on average, full-time unionized workers earn \$26.72 an hour versus \$22.71 for non-unionized workers (Uppal 2011). The discrepancy between unionized and non-unionized employees is even more pronounced when we compare benefits such as "supplemental health care plans – 84% for unionized compared to 45% for non-unionized..."

Finally, Alberta unions will have to continue to fight the issue of declining membership over the next 20 years... Are unions seen as an outdated concept?... Public education of the importance of unions needs to be further integrated into school curriculums and more programs... Statistical reports... which demonstrate the economic and social benefits of union membership need to be more heavily advertised. Additionally, local union successes... need to be publicized in a positive light ...in order to demonstrate the current relevance of unions...

Alberta unions have a challenging road ahead... Alberta unions are essential to the existence of Alberta's high quality of life ... they must find a way to convey this essential nature to a broader audience."

CUPE 38 Presents Hockey Night in Calgary

Who: Calgary Hitmen vs. Everett Silvertips
Date: Saturday, November 23, 2013
Time: 7:00 pm
Location: Scotiabank Saddledome
Cost: Subsidized by Local 38—tickets will be \$5.00 per ticket with a limit of two per member (Payment must be received by Nov 7th.)



First Come - First Served: only 200 tickets available!

Please contact the union office at (403) 233-2700 to reserve and pay for your ticket(s) if you are interested in this offer.

THOUGHT FOR THE MONTH



Canadians are getting stronger. Twenty years ago, it took two people to carry ten dollars' worth of groceries. Today, a five year old can do it.

GENERAL MEETING



NOTE: MEETING IS ONE WEEK
EARLIER THAN NORMAL

Tuesday, OCTOBER 15, 2013

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Regular

Call for Volunteers!!!

*If you can assist at the CUPE Local 38 Children's Christmas party
Saturday, December 7th from 8:30-11:30 at the Red & White Club
please contact the Union office at (403) 233-2700*